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ABSTRACT

In 1985, Miami-Dade Community College conducted a survey of Florida's community colleges to gather information about the colleges' placement offices. All 27 colleges were contacted by phone, and a series of brief questions were asked of the individual responsible for placement. Survey findings included the following: (1) 74% of the colleges had formal placement offices; (2) Job Services of Florida helped place the students at three of the seven schools that did not have placement offices; (3) 70% of the placement offices reported to the Student Services area; (4) only 25% of the offices had an individual dedicated to job development; (5) of the schools with a high volume of Associate in Science degree graduates, only one did not have a job developer as part of the staff; (6) in 70% of the schools with placement offices, both the placement office and the vocational education department were doing placement activities and made their information available to each other; and (7) among the placement innovations highlighted by the respondents were targeted mass mailings to graduation applicants and employers, resume files matched against job files with computerized updates of both, full-time job developers, the use of alumni networks, and early targeting and help for disadvantaged students. (LAL)

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IN FLORIDA COMMUNITY COLLEGES**

Research Report No. 85-16

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Miami-Dade Community College

SURVEY OF PLACEMENT OFFICES
IN FLORIDA COMMUNITY COLLEGES

Research Report No. 85-16

April 1985

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OFFICE OF INSTITUTIONAL RESEARCH

John Losak, Dean

Survey of Placement Offices In Florida Community Colleges

The State of Florida now requires a formal and somewhat rigorous review of programs offered by community colleges. For vocational programs, the percent of graduates working in a related field is perhaps the most crucial outcome measure in the program review process. While most of Miami-Dade's occupational programs meet the current criteria of 60% placed in a related field, the requirement will soon change to 70%. And, for those programs failing to meet the present "60% rule" or the future "70% rule", a plan must be submitted for program improvement.

A major factor in showing program success at the College is the ability to accurately follow-up students and identify those who are working in related fields. A fairly sophisticated system for follow-up has been jointly developed by the Office of Institutional Research, the placement offices, and occupational program managers. (See the following documents for a description of this system: Research Reports #84-31, #83-36, and the Placement and Follow-up Summary Manual, September, 1984). Of equal importance, however, are the efforts at the College to place students in related employment. The ability to match students to jobs is a good drawing card for recruitment.

While Miami-Dade has fairly active placement offices on each campus, their primary focus has been on securing part-time employment for currently enrolled students. Many of these students could not attend school without the income provided by a part-time job. Placement services are available for any student or graduate, but staff and time limitations have for the most part prevented any concerted effort to do job development for graduates, or to actively contact and seek out the graduates. Deliberations are currently underway at each campus to emphasize graduate placement. This issue was discussed at the College-wide Placement and Follow-up Committee Meeting in March of 1985, and Institutional Research volunteered to conduct a survey of Florida community colleges to determine the placement office practices occurring throughout the State. The purpose of this brief report

is to present the results of that survey which will hopefully aid in campus deliberations.

All 27 community colleges were contacted by phone and a series of brief questions asked of the individual responsible for placement. Table 1 presents the results alphabetically by college. A brief description of the column headings follows:

(1) "TOT A.S. GRAD" - This is the total number of Associate in Science degree graduates for 1982-83. The data have been coded into ranges for the groupings which are used in Table 2.

(2) "% OF ALL GRADS" - This is the percent that the Associate in Science degree graduates are of the total graduates for the school.

(3) "HAVE PLMT OFFICE?" - This is the response to the question of whether the college had a formally designated placement office.

(4) "AREA THAT PLCMNT STAFF REPORTS TO" - Self explanatory.

(5) "# OF STAFF" - This is the total number of placement staff at the college, whether hired by the college or provided by the State of Florida.

(6) "WHO DOES PLACEMENT" - These are abbreviations that expand upon the staff positions noted in number 5. JPS is a job placement specialist, JSF is an individual provided by Job Services of Florida, DEV refers to job developers, and Co-operative Education is abbreviated as COOP.

(7) "GRANT FUNDS FOR PL?" - This was in response to the question of whether any soft money was being used for placement. In some cases the respondent was very specific and distinguished between State and Federal Grants.

(8) "HAVE JOB DEVELOPER?" - This question is self explanatory.

(9) "RELATIONSHIP WITH VOCATNL ED ACTIVITY" - This question was designed to see what formal relationship, if any, existed between the placement offices and the vocational educational departments. If no formal placement office existed, this column is blank. The most common response we have labeled "tandem" which simply means that both the placement office and the vocational education department were doing placement activities and made their information available to each other. Note that in one college the abbreviation "V do all PL" indicates that the vocational education departments do all of the placement activities. Conversely, at two colleges the vocational departments do no placements (Lake Sumter, and Okaloosa-Walton).

(10) "RECENT INNOVATIONS" - This question includes comments on new activities in the placement offices.

(11) "NEW PLANS FOR NEXT YEAR" - This question simply reflects any plans for gearing up placement activities.

Table 2 presents the same data as Table 1 but is arranged according to the "volume" of occupational activity occurring at each school. Thus the data are sorted first by the number (range) of Associate in Science graduates, and then within that category the percent this is of the total graduates. Schools with very few graduates (0-100) occur first, and within each grouping the sort is toward A.S. graduates as an increasing proportion of total graduates.

Examination of the first grouping (A.S. grads = 100 or fewer) indicates that six of the eight schools have placement offices, even though the total number of graduates is small. Four of these six schools locate their placement office within student services. The two schools that have no formal placement office present an interesting contrast. At North Florida, a Job Services of Florida individual does placement under the direction of the Dean of Student Services. At Tallahassee Community

College, however, all counselors are expected to do job placement. None of these schools have a formal job developer on board, but at Florida Keys the vocational faculty do job development. Four of the six schools with placement offices work in tandem with the vocational education faculty. At Lake Sumter and Okaloosa-Walton, however, the placement offices do all placement. Note that three of the schools plan job development for next year, with North Florida planning to focus on alumni. Finally, among these small volume schools, five of the eight have some form of grant money for placement activities.

The next grouping of schools (A.S. grads = 101-200) also includes two schools with no formal placement office. In one of these (Pasco-Hernando) counselors are expected to do placement, while in the other (Gulf Coast) Job Services of Florida provides staff for placement activities. Of the four schools with placement offices, three of them report through Student Services and one (Seminole) has a job developer on staff. For the most part, these schools have a tandem arrangement with the vocational education departments, except for Lake City where the vocational education faculty do all the placements. Finally, in plans for next year, two schools are planning to increase their staff, while one will be focusing on job development.

The next grouping of schools has a range of A.S. graduates from 201 to 400, and even in these higher volume schools two report having no formal placement office. Valencia reported that their Cooperative Education office does informal job placement as an adjunct. Listings are posted and students are free to pursue leads if they so choose. The other school reporting no placement office (Indian River) has a person from Job Services of Florida on site for placement. This individual works with the Associate Dean of Instruction. Faculty have the responsibility for placing students in their programs. For the six schools that have a formal placement office, four of them report through Student Services, and three of them have some grant funding for placement, including SPD money at Santa Fe. None of these schools report having a formal job developer, although Polk indicated that

the Job Services of Florida individual was doing job development. Four of these schools have plans for new additions next year, which include computerizing resumes or adding resumes, matching resumes against job files, as well as adding positions in the placement offices.

The last category of schools has the largest volume of Associate in Science graduates. Yet among these, St. Petersburg has no formal placement office. There is a coordinator at the school who simply tries to coordinate. All vocational faculty are expected to do job placement. Future plans include computerizing job availability and resumes so that faculty at remote terminals can have access to current information. The four schools with formal job placement offices have by far the largest number of staff dedicated to this task. Three of these schools have formal job developers, two are placing an added emphasis on graduates, and one will be adding four new positions funded by a large grant. At Daytona Beach, job development is done in conjunction with the vocational education department, while Pensacola and Broward work in a tandem arrangement with the vocational education faculty. Florida Junior College reports little contact with vocational faculty.

Summary

Of the 27 community colleges surveyed, 20 (74%) have formal placement offices. The seven colleges with no formal placement offices are not necessarily "low volume" schools with respect to A.S. graduate production (e.g. St. Petersburg), and Job Services of Florida helps place students at three of these schools. Fourteen of the 20 schools with placement offices report to Student Services (70%), and only 5 (25%) have an individual dedicated to job development. At schools in the high volume range (401+ A.S. grads), only one school with a placement office did not have a job developer. The most common arrangement with vocational education faculty is a tandem one (14 of 20 schools = 70%) with each area doing placement and sharing information.

Innovative implementations across colleges include: (1) targeted mass mailings to graduation applicants and employers; (2) resume files matched against job files, with computerized updates of both; (3) full-time job developers; (4) Use of alumni networks; and (5) early targeting and help for disadvantaged students.

Table 1a.

SURVEY OF PLACEMENT OFFICES IN FLORIDA COMMUNITY COLLEGES

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

COMMUNITY COLLEGE	(1) TOT A.S GRAD	(2) % OF ALL GRADS	(3) HAVE PLMT OFFCE?	(4) AREA THAT PLCMT STAFF REPORTS TO	(5) # OF STAFF	(6) WHO DOES PLACEMENT	(7) GRANT FUNDS FOR PL ?
BREVARD	201-400	18.33	YES	STUDENT SERVICES	3.0	1 JPS PER CAMP	NO
BROWARD	401+	33.09	YES	STUDENT DEVEL	6.0	1 COUNS 1JSF/CAMPUS	NO
CENTRAL FLORIDA	101-200	22.11	YES	ASSOC DEAN PGM PLN	2.0	DIR COOP/CAREER PL	NO
CHIPOLA	0-100	5.04	YES	GRANT COORDINATOR	1.0	JOB PL SPECIALIST	JTP#
DAYTONA BEACH	401+	25.18	YES	STUDENT SERVICES	4.0	1 COORD 3 DEVEL	STATE
EDISON	101-200	18.08	YES	STUDENT SERVICES	1.0	JOB PL SPECIALIST	YES
FLA JC AT JAX	401+	21.13	YES	STUDENT SERVICES	4.0	1 JPS/CAMP + 1 DEVEL	NO
FLORIDA KEYS	0-100	45.64	YES	STUDENT SERVICES	1.0	COOP COORDINTR	+ FED
GULF COAST	101-200	18.87	NO		2.0	JOB SER FLA + JPS	STATE
HILLSBOROUGH	201-400	28.41	YES	STUDENT SERVICES	2.0	JPS + ADVISOR	NO

COMMUNITY COLLEGE	(8) HAVE JOB DEVELOPER?	(9) RELATIONSHIP WITH VOCATNL ED ACTIVITY	(10) RECENT INNOVATIONS	(11) NEW PLANS FOR NEXT YEAR
BREVARD	NO	NONE	CONTACT GRAD CANDIDATES	
BROWARD	NO	TANDEN		
CENTRAL FLORIDA	NO	TANDEN		INCREASE STAFF
CHIPOLA	NO	TANDEN		
DAYTONA BEACH	YES	DEV WITH V	RESUME/INTERVN WORKSHPS	NEW EMPHASIS ON GRADS
EDISON	NO	TANDEN		JOB DEVEL FROM NEW GRANT
FLA JC AT JAX	YES	LITTLE		FOCUSING ON GRADS
FLORIDA KEYS	NO	TANDEN		JOB FAIR USING GRANT
GULF COAST	NO			
HILLSBOROUGH	NO	TANDEN	RESUME/INTERVN WORKSHPS	RESUME FILES FOR GRADS

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Table 2b.

SURVEY OF PLACEMENT OFFICES IN FLORIDA COMMUNITY COLLEGES

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

COMMUNITY COLLEGE	(1) TOT A.S GRAD	(2) % OF ALL GRADS	(3) HAVE PLMT OFFCET	(4) AREA THAT PLCHNT STAFF REPORTS TO	(5) # OF STAFF	(6) WHO DOES PLACEMENT	(7) GRANT FUNDS FOR PL ?
INDIAN RIVER	201-400	25.60	NO	ASSO DEAN INSTRUCT	1.0	JSF+ ALL FACULTY	STATE
LAKE CITY	101-200	37.57	YES	STUDENT SERVICES	1.0	DIR COUNSELLING	NO
LAKE SUMTER	0-100	20.83	YES	STUDENT SERV + V.E.	1.0	COORD COOP/CAREER ED	YES
MANATEE	201-400	32.67	YES	DEAN INSTRUCT	1.0	JOB PL COORD	NO
NORTH FLORIDA	0-100	0.00	NO		2.0	JSF + DEAN SS	STATE
OKALOOSA-WALTON	0-100	21.50	YES	COMPTROLLER	1.0	DIR.FIN AIDE/JB PL	NO
PALM BEACH	201-400	27.44	YES	STUDENT AFFAIRS	3.0	CAREER+COOP+JP COORD	STATE
PASCO-HERNANDO	101-200	34.59	NO		0.0	ALL COUNSELORS	NO
PENSACOLA	401+	23.69	YES	STUDENT SERVICES	2.5	JOB PL+COOP + .5 DEV	YES
POLK	201-400	40.07	YES	STUDENT SERVICES	2.0	1 COORD + JSF	FED+STATE

COMMUNITY COLLEGE	(8) HAVE JOB DEVELOPER?	(9) RELATIONSHIP WITH VOCATNL ED ACTIVITY	(10) RECENT INNOVATIONS	(11) NEW PLANS FOR NEXT YEAR
INDIAN RIVER	NO		JOB GRAMS TO FACULTY	
LAKE CITY	NO	V DO ALL PL		
LAKE SUMTER	NO	PL DOES ALL		GRAD FOCUS /JOB DEVEL
MANATEE	NO	TANDEN	ALUMNI JOB NETWORK	ADDING ANOTHER POSITION
NORTH FLORIDA	NO			JOB DEVEL USE ALUMNI
OKALOOSA-WALTON	NO	V NOT PL	TRAIN INDUSTRY EMPL	
PALM BEACH	NO	TANDEN		
PASCO-HERNANDO	NO			
PENSACOLA	YES	TANDEN	EMPHASIZE MINORITY PLMT	\$1M GRANT WILL ADD 4 POS
POLK	JSF	TANDEN	CONTACT GRAD CANDIDATES	REVAMPING WITH TITLE III

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Table 1c.

SURVEY OF PLACEMENT OFFICES IN FLORIDA COMMUNITY COLLEGES

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

COMMUNITY COLLEGE	(1) TOT A-S GRAD	(2) % OF ALL GRADS	(3) HAVE PLMT OFFICE?	(4) AREA THAT PLCMT STAFF REPORTS TO	(5) # OF STAFF	(6) WHO DOES PLACEMENT	(7) GRANT FUNDS FOR PL ?
SANTA FE	201-400	25.47	YES	STUDENT SERVICES	1.0	JOB PL/COOP	SPD
SEMINOLE	101-200	8.73	YES	STUDENT SERVICES	2.0	JOB SERV + JS	STATE
SOUTH FLORIDA	0-100	2.17	YES	STUDENT SERVICES	2.0	COORD CAREER CT +JSF	STATE
ST JOHNS RIVER	0-100	17.89	YES	STUDENT SERVICES	1.0	ASSO DEAN F	NO
ST PETERSBURG	401+	37.02	NO		1.0	COORD + FACULTY	SPD
TALLAHASSEE	0-100	5.75	NO		.	ALL COUNSELLORS DO	
VALENCIA	201-400	21.92	NO		.		

COMMUNITY COLLEGE	(8) HAVE JOB DEVELOPER?	(9) RELATIONSHIP WITH VOCATNL ED ACTIVITY	(10) RECENT INNOVATIONS	(11) NEW PLANS FOR NEXT YEAR
SANTA FE	NO	TANDEM	SOFTWARE DEVELOPMNT	COMPUTRZNG RSUMES/INTRVN
SEMINOLE	YES	TANDEM	JOB/RESUME FILE MATCH	ADDING FT PARAPROFESS
SOUTH FLORIDA	NO	TANDEM	FOCUS ON DISADVANTAGED	NEW CAREER CENTER PERSON
ST JOHNS RIVER	NO	TANDEM	JOB LISTS IN LIBRARY	JB DEVEL/FIRM/COMPUTRZNG
ST PETERSBURG	NO	V DO ALL PL		COMPUTRZNG JOBS/RESUMES
TALLAHASSEE	NO			
VALENCIA				

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Table 2a.

SURVEY OF PLACEMENT OFFICES IN FLORIDA COMMUNITY COLLEGES

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

COMMUNITY COLLEGE	(1) TOT A.S GRAD	(2) % OF ALL GRADS	(3) HAVE PLNT OFFCE?	TOT/A.S/GRAD=0-100 (4) AREA THAT PLCHMT STAFF REPORTS TO	(5) # OF STAFF	(6) WHO DOES PLACEMENT	(7) GRANT FUNDS FOR PL ?
NORTH FLORIDA	0-100	0.00	NO		2.0	JSF + DEAN SS	STATE
SOUTH FLORIDA	0-100	2.17	YES	STUDENT SERVICES	2.0	COORD CAREER CT + JSF	STATE
CHIPOLA	0-100	5.04	YES	GRANT COORDINATOR	1.0	JOB PL SPECIALIST	JTPA
TALLAHASSEE	0-100	5.75	NO		.	ALL COUNSELLORS DO	
ST JOHNS RIVER	0-100	17.89	YES	STUDENT SERVICES	1.0	ASSO DEAN F	NO
LAKE SUNTER	0-100	20.83	YES	STUDENT SERV + V.E.	1.0	COORD COOP/CAREER ED	YES
OKALOOSA-WALTON	0-100	21.50	YES	COMPTROLLER	1.0	DIR FIN AIDE/JB PL	NO
FLORIDA KEYS	0-100	45.64	YES	STUDENT SERVICES	1.0	COOP COORDINTR	+ FED
(9)							
COMMUNITY COLLEGE	(8) HAVE JOB DEVELOPER?	RELATIONSHIP WITH VOCATNL ED ACTIVITY		(10) RECENT INNOVATIONS	(11) NEW PLANS FOR NEXT YEAR		
NORTH FLORIDA	NO				JOB DEVEL USE ALUMNI		
SOUTH FLORIDA	NO	TANDEM		FOCUS ON DISADVANTAGED	NEW CAREER CENTER PERSON		
CHIPOLA	NO	TANDEM					
TALLAHASSEE	NO						
ST JOHNS RIVER	NO	TANDEM		JOB LISTS IN LIBRARY	JB DEVEL/FIRM/COMPUTRZNG		
LAKE SUNTER	NO	PL DOES ALL			GRAD FOCUS /JOB DEVEL		
OKALOOSA-WALTON	NO	V NOT PL		TRAIN INDUSTRY EMPL			
FLORIDA KEYS	NO	TANDEM			JOB FAIR USING GRANT		

Table 2b.

**SURVEY OF PLACEMENT OFFICES
IN FLORIDA COMMUNITY COLLEGES**

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

	(1)	(2)	(3)	TOT/A.S./GRAD-101-200 (4)	(5)	(6)	(7)
COMMUNITY COLLEGE	TOT A.S. GRAD	% OF ALL GRADS	HAVE PLMT OFFCE?	AREA THAT PLCHNT STAFF REPORTS TO	# OF STAFF	WHO DOES PLACEMENT	GRANT FUNDS FOR PL ?
SEMINOLE	101-200	8.73	YES	STUDENT SERVICES	2.0	JOB SERV + JPS	STATE
EDISON	101-200	18.08	YES	STUDENT SERVICES	1.0	JOB PL SPECIALIST	YES
GULF COAST	101-200	18.87	NO		2.0	JOB SER FLA + JPS	STATE
CENTRAL FLORIDA	101-200	22.11	YES	ASSOC DEAN PGM PLN	2.0	DIR COOP/CAREER PL	NO
PASCO-HERNANDO	101-200	34.59	NO		0.0	ALL COUNSELORS	NO
LAKE CITY	101-200	37.57	YES	STUDENT SERVICES	1.0	DIR COUNSELLING	NO

	(8)	(9)	(10)	(11)
COMMUNITY COLLEGE	HAVE JOB DEVELOPER?	RELATIONSHIP WITH VOCATNL ED ACTIVITY	RECENT INNOVATIONS	NEW PLANS FOR NEXT YEAR
SEMINOLE	YES	TANDEN	JOB/RESUME FILE MATCH	ADDING FT PARAPROFESS
EDISON	NO	TANDEN		JOB DEVEL FROM NEW GRANT
GULF COAST	NO			
CENTRAL FLORIDA	NO	TANDEN		INCREASE STAFF
PASCO-HERNANDO	NO			
LAKE CITY	NO	V DO ALL PL		

Table 2c.

**SURVEY OF PLACEMENT OFFICES
IN FLORIDA COMMUNITY COLLEGES**

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

COMMUNITY COLLEGE	(1) TOT A.S GRAD	(2) % OF ALL GRADS	(3) HAVE PLMT OFFICE?	(4) AREA THAT PLCMT STAFF REPORTS TO	(5) # OF STAFF	(6) WHO DOES PLACEMENT	(7) GRANT FUNDS FOR PL ?
BREVARD	201-400	18.33	YES	STUDENT SERVICES	3.0	1 JPS PER CAMP	NO
VALENCIA	201-400	21.92	NO		.		
SANTA FE	201-400	25.47	YES	STUDENT SERVICES	1.0	JOB PL/COOP	SPD
INDIAN RIVER	201-400	25.60	NO	ASSO DEAN INSTRUCT	1.0	JSF+ ALL FACULTY	STATE
PALM BEACH	201-400	27.44	YES	STUDENT AFFAIRS	3.0	CAREER+COOP+JP COORD	STATE
HILLSBOROUGH	201-400	28.41	YES	STUDENT SERVICES	2.0	JPS + ADVISOR	NO
MANATEE	201-400	32.67	YES	DEAN INSTRUCT	1.0	JOB PL COORD	NO
POLK	201-400	40.07	YES	STUDENT SERVICES	2.0	1 COORD + JSF	FED+STATE

COMMUNITY COLLEGE	(8) HAVE JOB DEVELOPER?	(9) RELATIONSHIP WITH VOCATNL ED ACTIVITY	(10) RECENT INNOVATIONS	(11) NEW PLANS FOR NEXT YEAR
BREVARD	NO	NONE	CONTACT GRAD CANDIDATES	
VALENCIA				
SANTA FE	NO	TANDEM	SOFTWARE DEVELOPMNT	COMPUTRZNG RSUMES/INTRVM
INDIAN RIVER	NO		JOB GRANS TO FACULTY	
PALM BEACH	NO	TANDEM		
HILLSBOROUGH	NO	TANDEM	RESUME/INTERVM WORKSHPS	RESUME FILES FOR GRADS
MANATEE	NO	TANDEM	ALUMNI JOB NETWORK	ADDING ANOTHER POSITION
POLK	JSF	TANDEM	CONTACT GRAD CANDIDATES	REVAMPING WITH TITLE III

. Table 2d.

**SURVEY OF PLACEMENT OFFICES
IN FLORIDA COMMUNITY COLLEGES**

CONDUCTED BY OFFICE OF INSTITUTIONAL RESEARCH, APRIL 1985

TOT/A.S./GRAD=401+

COMMUNITY COLLEGE	(1) TOT A.S. GRAD	(2) % OF ALL GRADS	(3) HAVE PLMT OFFCE?	(4) AREA THAT PLCMT STAFF REPORTS TO	(5) # OF STAFF	(6) WHO DOES PLACEMENT	(7) GRANT FUNDS FOR PL ?
FLA JC AT JAX	401+	21.13	YES	STUDENT SERVICES	4.0	1 JPS/CAMP + 1 DEVEL	NO
PENSACOLA	401+	23.69	YES	STUDENT SERVICES	2.5	JOB PL+COOP + .5 DEV	YES
DAYTONA BEACH	401+	25.18	YES	STUDENT SERVICES	4.0	1 COORD 3 DEVEL	STATE
BROWARD	401+	33.09	YES	STUDENT DEVEL	6.0	1 COUNS 1JSF/CAMPUS	NO
ST PETERSBURG	401+	37.02	NO		1.0	COORD + FACULTY	SPD

COMMUNITY COLLEGE	(8) HAVE JOB DEVELOPER?	(9) RELATIONSHIP WITH VOCATNL ED ACTIVITY	(10) RECENT INNOVATIONS	(11) NEW PLANS FOR NEXT YEAR
FLA JC AT JAX	YES	LITTLE		FOCUSING ON GRADS
PENSACOLA	YES	TANDEM	EMPHASIZE MINORITY PLMT	\$1M GRANT WILL ADD 4 POS
DAYTONA BEACH	YES	DEV WITH V	RESUME/INTERVM WORKSHPS	NEW EMPHASIS ON GRADS
BROWARD	NO	TANDEM		
ST PETERSBURG	NO	V DO ALL PL		COMPUTRZNG JOBS/RESUMES

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ERIC CLEARINGHOUSE
FOR JUNIOR COLLEGES

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